

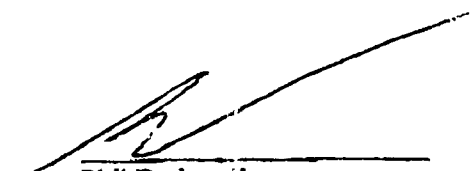
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL AIR TRAFFIC CONTROLLERS ASSOCIATION
AND THE
FEDERAL AVIATION ADMINISTRATION


This agreement is made by and between the National Air Traffic Controllers Association ("NATCA" or "the Union") and the Federal Aviation Administration ("FAA" or "the Agency"), collectively known as "the Parties." This agreement represents the complete understanding of the Parties at the national level with regard to the collective bargaining agreement extension (the "CBA") between the Union and the Agency concerning the intent of the effective dates of the pay rules and the NAR MOU.

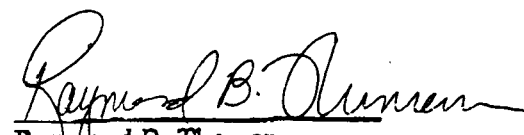
Section 1. The parties agree to use the provisions of article 7 in matters of controller pay definitions, applications, and policies previously covered in pay rule 59 in association with the ATC Facility Reclassification project in reassignments resulting from facility consolidations when two or more facilities are consolidated into a new facility or an existing facility is consolidated into another existing facility.

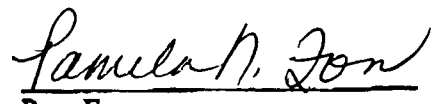
Section 2. The parties agree that the changes in pay rules and the NAR MOU are effective with the signing of the agreement and are prospective in effect. For example, this means that the changes are applicable to NAR projects started on or after the signing date. Similarly, the provisions on setting pay for training failures who do not check out at a higher level facility are applicable to employees selected for a position at a higher level facility on or after the signing date of the extension agreement.

Attached is a listing of facilities that are currently under way with NAR projects and/or facility consolidations that will utilize the provisions of the pay rules and the NAR MOU in effect prior to the signing of the collective bargaining agreement extension.


Phil Barbarelo
Eastern Region Vice President
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Association


Pat Forrey
Great Lakes Regional Vice President
National Air Traffic Controllers
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Raymond B. Thoman
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Deputy Program Director
Air Traffic Resource Management
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12/18/03

Region	NAR Project Name	Terminals/Airports
AAL	Alaska Terminal Alaska En Route	ANC
ACE	Midwest Airspace Redesign East End Restratification-Resectorization Omaha Airspace Redesign	STL OMA
AEA	NY/NJ/PHL Metro Airspace Redesign ZDC Redesign	N90, EWR, JFK, LGA, PHL, TEB, ISP PCT, IAD, BWI, DCA
AGL	Great Lakes Corridor Midwest Expansion	C90,ORD, MSP, CLE, CVG, DTW, MDW C90, ORD, MSP, CLE, CVG, DTW, MDW
ANE	BCT Optimization	BCT, BOS
ANM	D01 Airspace Redesign ZDV Redesign S56 Tower Airspace Redesign S56 Northern Utah Airpace Initiative ZLC Airspace Redesign S46 TRACON Airspace Redesign ZSE NAR Redesign P80 Airspace Redesign	D01, DEN S56, SLC S56, SLC S46, SEA, PDX P80, PDX
ASO	ATL 5th Runway CLT/GSO Runway CVG 3rd Runway MCO 4th Runway MIA 4th Runway ZTL North/South Flows ZME 4 Corner Post	A80, ATL CLT, GSO CVG MCO MIA, FLL MEM
ASW	DFW RNAV Houston Area Air Traffic System ZAB Redesign	DFW I90, IAH, HOU
AWP	Bay to Basin Redesign Southern California Redesign Northern California Redesign (ZOA) Northern California TERMINAL Redesign (NCT) Honolulu Redesign Central California TRACON Redesign Las Vegas Terminal Phoenix Terminal	SFO, LAX SCT, LAX, SAN NCT, SFO NCT HNL LAX LAS PHX
SOAR	Atlantic Gulf of Mexico Pacific	
HAR	High Altitude Redesign RVSM - Airspace	

ARTCCs

ZAN

ZAN

ZKC

ZKC

ZMP

ZNY, ZBW, ZDC

ZDC

ZMP, ZOB, ZID, ZAU

ZMP, ZOB, ZID, ZAU

ZBW

ZDV

ZDV

ZLC

ZLC

ZLC

ZSE

ZSE

ZSE

ZTL

ZTL

ZID

ZJX, ZMA

ZMA

ZTL

ZME

ZHU, ZFW

ZAB

ZLA, ZOA

ZLA

ZOA

HCF

ZLA

ZLA

ZAB

ZNY, ZMA

ZHU, ZMA, ZJX

ZOA, ZAN

All Centers

All Centers

Region	Consolidation Project	Terminals/Airports	ARTCCs
AEA	NYICC *	N90	ZNY
ANE	BCT	A90 MHT	
AWP	NCT	NCT	ZOA

* Subject to future project and funding approval